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REPORT

50X1-HUM

CD NO.

COUNTRY	China
SUBJECT	Economic - Wages
HOW PUBLISHED	Daily newspaper
WHERE PUBLISHED	Ta-lien (Dairen)
DATE PUBLISHED	18 Nov 1948
LANGUAGE	Chinese

DATE OF INFORMATION 1948

DATE DIST. 17 Apr 1949

NO. OF PAGES 1

SUPPLEMENT TO
REPORT NO:

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SOURCE Kwantang Jih-pao. (Information requested.)

NORTH HONAN COAL MINES PIECEWORK SYSTEM INCREASES PRODUCTION

In August 1948, the Hsin-chuang coal mines near An-yang in northern Kwantung put into effect a piecework system of wage payments. As a result, the efficiency of the workers noticeably increased, proving that this system was correct and had a great bearing on production.

The first step in the introduction of the system was to reduce all work to standard units and standard pay. The standard working day is now 12 hours per shift. The standard wage has been set at 14.7 pounds of rice for each 3.78 cubic meters (4.73 tons) of coal. In tunnels where work conditions are bad, such as the presence of dripping water, unusual hardness of the walls, etc., the standard amount may be lowered or the wage scale raised. Tunnel measurements will be of the definite ratio of 2-4-4 (for example, width at the top, 1.2 meters, width at bottom, 1.8 meters, and height, 1.8 meters).

The former wage system was unjust, chiefly because it did not provide sufficient incentive in the form of greater wages for greater production. As a result, production lagged and digging became irregular. Instead of being straight, tunnels followed soft areas, which affected production and formed a working hazard.

After the change was made, not only was production raised, but also the proportion of lump coal was raised 50-60 percent as a result of bonus wages for coal of better quality. This policy of giving workers only what they earn stimulates them to do better.

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